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MINISTRY OF HEALTH

# SALARIES OF WHOLE-TIME PUBLIC HEALTH MEDICAL OFFICERS

INTERIM REVISION OF ASKWITH MEMORANDUM

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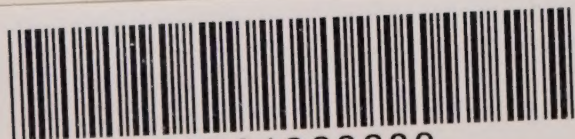
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# SALARIES OF WHOLE-TIME PUBLIC HEALTH MEDICAL OFFICERS

**I**NTERIM revision of Askwith Memorandum agreed to at the conference held at the Ministry of Health on the 26th March, 1946, by representatives of the parties to the Askwith agreement, that is to say:—

The County Councils Association,  
The Association of Municipal Corporations,  
The Urban District Councils Association,  
The Rural District Councils Association,  
The London County Council,  
The Association of Education Committees,  
The Mental Hospitals Association,  
The Metropolitan Boroughs Standing Joint Committee,  
The British Medical Association.

1. The recommendations in the Askwith memorandum (including the Section relating to the Advisory Committee) shall continue as an interim measure with the following adjustments until new scales come into operation:—

(a) Incremental scales (i.e., the rates of pay quoted in the memorandum for Resident Medical Officers, Medical Officers employed in Departments, Senior Medical Officers, Medical Superintendents of Institutions other than Mental Hospitals, and Assistant Medical Officers to Mental Hospitals) shall be increased throughout the scale as follows:—

- (i) if the minimum of the scale does not exceed £700, by 30 per cent. of that minimum;
- (ii) if the minimum of the scale exceeds £700 but does not exceed £1,000, by 20 per cent. of that minimum;
- (iii) if the minimum of the scale exceeds £1,000, by 10 per cent. of that minimum.

The rate of pay of £1,100 quoted in the memorandum as the rate not to be exceeded for Senior Medical Officers or Medical Superintendents of Institutions other than Mental Hospitals (sections III (4) and IV (4) of the memorandum, subject, however, to sections III (6) and IV (6) of the memorandum) shall be increased by 10 per cent.

(b) The minimum commencing salary of other rates of pay (i.e., for Deputy or Chief Assistant Medical Officers of Health, for Medical Officers of Health, and for Combined Posts) shall be increased:—

- (i) if it does not exceed £700, by 30 per cent.;
- (ii) if it exceeds £700 but does not exceed £1,000, by 20 per cent.;
- (iii) if it exceeds £1,000, by 10 per cent.

2. The foregoing arrangements, which are without prejudice to any subsequent negotiations upon a permanent substitute for the Askwith agreement and are in addition to any existing war bonus, are to have effect as from the 1st April, 1946.

3. Medical Officers already serving in posts covered by the Askwith memorandum on the 1st April, 1946,

(a) if they are in a post to which paragraph 1 (a) above applies, and if they are receiving not more than the maximum of the present scale embodied in the Askwith memorandum, shall be given from that date an increase of pay equal to the appropriate percentage of the minimum of the present scale indicated in paragraph 1 (a) (i), (ii) or (iii), as the



case may be; and if they are receiving a rate of pay in excess of that maximum but less than the maximum of the revised scale, shall be given an increase of pay which will bring them to the revised maximum.

(b) if they are in a post to which paragraph 1 (b) above applies, and if their salary does not exceed the appropriate minimum embodied in the memorandum plus 20 per cent., shall from that date have their salary increased by the appropriate percentage of the minimum indicated in paragraph 1 (b) (i), (ii) or (iii), as the case may be.

4. In respect of all categories, marginal adjustments shall be made to ensure that an officer shall not receive, as a result of the new arrangements, either less than an officer in a post to which at present a lower rate of pay applies, or less than he would have received had his rate of pay been lower than that which he at present receives.

5. Local authorities will appreciate that application of the above arrangements will not automatically entail an increase in the salary of all public health medical officers, some of whom are not covered by the Askwith memorandum. In cases where present salaries are such as to disqualify their recipients, either in whole or in part, from receipt of the salary increases now agreed, local authorities clearly have discretion, in some cases with the consent of the Minister of Health, to review existing rates of remuneration.

6. The appendix sets out the effect of the new recommendations in more detail, and some examples of the effect of their application in individual cases.



## APPENDIX

## Interim Revision of Askwith Memorandum

NOTES: (1) The examples show the increases of pay to which officers are automatically entitled under the new arrangements. Local Authorities have discretion to pay higher rates in appropriate cases. The new arrangements do not relieve certain local authorities of their responsibility for obtaining the approval of the Minister of Health to revised rates of pay.

(2) The numbering of the Sections corresponds to that in the Askwith memorandum.

(3) Paragraph 2 of the Interim Revision makes it clear that the new salaries are in addition to any existing war bonus. Where, therefore, consolidated salaries are now being paid, e.g., where the salary is stated to be "inclusive of war bonus", account should be taken of the element of war bonus which is thereby admitted to be present although not specified by a stated amount. The war bonus applicable at the time of consolidation is suggested as appropriate for this purpose and an example showing the manner of dealing with such cases is given at the end of Section VI below. In the other examples the rates quoted are exclusive of any war bonus.

## EFFECT OF RECOMMENDATIONS AND EXAMPLES OF THEIR APPLICATION IN INDIVIDUAL CASES

## I. Resident Medical Officers

1. For paragraph (2) of the Askwith memorandum, substitute the following paragraph:

"(2) The minimum commencing salary of an officer in this class shall be £455, rising by annual increments of £25 to £555 per annum, with emoluments which shall include, board, lodging, laundry and attendance."

2. Paragraphs (1) and (5) of the Askwith memorandum continue to apply, but paragraphs (3) and (4) are no longer applicable.

*Examples of application of new arrangements to existing officers on 1st April, 1946.*

SALARY ON OLD SCALE	would be automatically increased to	SALARY ON NEW SCALE
£350		£455
£400		£505
£450		£555

SALARIES IN EXCESS  
OF OLD SCALE

£500 (above old maximum)  
£600 (above new maximum)

NEW SALARY

£555 (new maximum)  
No automatic increase, but see  
paragraph 5 of Interim Revision.



## II. Medical Officers Employed in Departments

1. For paragraph (2) of the Askwith memorandum, substitute the following paragraph :—

“(2) Medical Officers comprised in the above-defined class shall be remunerated on the scale of salary commencing at £650 per annum and rising by annual increments of £25 to a maximum of £850.”

2. Paragraphs (1), (4) and (5) of the Askwith memorandum continue to apply, but paragraph (3) is no longer applicable.

*Examples of application of new arrangements to existing officers on 1st April, 1946.*

SALARY ON OLD SCALE	$\left\{ \begin{array}{l} \text{would be} \\ \text{automatically} \\ \text{increased to} \end{array} \right\}$	SALARY ON NEW SCALE
£500		£650
£600		£750
£700		£850

SALARIES IN EXCESS  
OF OLD SCALE

£800 (above old maximum)  
£900 (above new maximum)

NEW SALARY

£850 (new maximum)  
No automatic increase, but see  
paragraph 5 of Interim Revision.

## III. Senior Medical Officers

1. For paragraph (2) of the Askwith memorandum, substitute the following paragraph :—

“(2) *Salaries.* Minimum commencing salary £900 to £1,210 according to responsibility and scope of department, regard being had to the relation of the Officer's salary to that of the Medical Officer of Health.”

2. For paragraph (4) of the Askwith memorandum, substitute the following paragraph :—

“(4) All Officers in this class shall, every two years receive an increment of £50 up to a maximum, which shall be calculated by adding to the maximum of the old scale payable under the Askwith memorandum the appropriate percentage (in accordance with paragraph 1 (a) (ii) or (iii) of the Interim Revision) of the minimum of the old scale : but no salary in this class shall exceed £1,210 per annum, except in manner provided in paragraph (6) below.”

3. Paragraphs (1) and (6) of the Askwith memorandum continue to apply, but paragraphs (3) and (5) are no longer applicable.

*Examples of application of new arrangements to existing officers on 1st April, 1946.*

It is necessary, in applying the new arrangements, to take the scale fixed within the range by the local authority :—e.g.,

(a) Officer on scale £750–£937 10s. would have his salary increased automatically by £150 (20 per cent. of £750), whatever point he has reached on that scale.



(b) Officer on scale £900-£1,100 would have his salary increased automatically by £180 (20 per cent. of £900), whatever point he has reached on that scale, subject however to the proviso that his salary is not to exceed £1,210.

(c) Officer on scale £1,050-£1,100 would have his salary increased automatically by £105 (10 per cent. of £1,050), whatever point he had reached on that scale, subject to the proviso that he is not to receive less than he would have received had his rate of pay been lower. If his rate of pay had been £1,000-£1,100 his increase would have been £200 (20 per cent. of £1,000), subject to the limit of £1,210. He is therefore entitled to receive £1,200 (if at minimum of old scale) or £1,210 (if at maximum of old scale).

(d) Officer receiving £1,150 (in excess of old maximum) would have his salary increased automatically to £1,210 (new maximum).

(e) Officer receiving £1,250 (in excess of new maximum) would have no automatic increase, but see paragraph 5 of Interim Revision.

#### IV. Medical Superintendents of Institutions other than Mental Hospitals

1. For paragraph (2) of the Askwith memorandum, substitute the following paragraph :—

“(2) Salaries shall be on the following scales :—

<i>No. of beds in Institution</i>			<i>Minimum Scale of Salary</i>
Not exceeding 150	...	...	£900 - £1,087 10s. od.
151-200	...	...	£960 - £1,160
201-300	...	...	£1,020 - £1,210
301-400	...	...	£1,080 - £1,210
401-500	...	...	£1,140 - £1,210
501-600	...	...	£1,200 - £1,210
601-750	...	...	£1,200*- £1,210
Exceeding 750	...	...	£1,210

(All salaries in this class are inclusive of value of emoluments, e.g., housing accommodation and board).”

[NOTE : The maxima of the quoted scales are arrived at by adding to the appropriate maximum calculated in accordance with paragraph (4) of the Askwith memorandum the appropriate percentage of the minimum of the old scale (in accordance with paragraph 1 (a) (ii) or (iii) of the Interim Revision) subject to the maximum of £1,210.]

2. For paragraph (4) of the Askwith memorandum substitute the following paragraph :—

“(4) All officers in this class shall every two years receive an increment of £50 to the specified maximum, but no salary in this class shall exceed £1,210 per annum except in manner provided in paragraph (6) below.”

3. Paragraphs (1) and (6) of the Askwith memorandum continue to apply, but paragraphs (3) and (5) are no longer applicable.

\* This scale of £1,200 (£1,000 plus 20 per cent.)—£1,210 is determined by marginal adjustment, since strict application of the Interim Revision (£1,050-£1,100 plus 10 per cent.) would otherwise make the rate less than if the officer's old rate of pay had been lower.



*Examples of application of new arrangements to existing officers on 1st April, 1946.*

(a) Officer on scale £750 to £937 10s. (not exceeding 150 beds) would have his salary increased automatically by £150 (20 per cent. of £750), whatever point he had reached on the scale.

(b) Officer on scale £900–£1,100 (301–400 beds) would have his salary increased automatically by £180 (20 per cent. of £900), whatever point he has reached on the scale, subject however to the proviso that his maximum is £1,210.

(c) Officer on scale £1,050–£1,100 (601–750 beds) would have his salary increased automatically by £105 (10 per cent. of £1,050), whatever point he has reached on the scale, subject however to provisos that :—

(1) if at the old minimum he must not receive less than the new minimum of £1,200 (determined by marginal adjustment) ;

(2) if at the old maximum, he must not receive less than the new maximum of £1,210 (determined by marginal adjustment).

(d) Officer receiving £1,150 (in excess of old maximum) would have his salary increased automatically to £1,210 (new maximum).

(e) Officer receiving £1,250 (in excess of new maximum) would have no automatic increase, but see paragraph 5 of Interim Revision.

## V. Deputy or Chief Assistant Medical Officers of Health

1. For paragraph (2) of the Askwith memorandum, substitute the following paragraph :—

“(2) The minimum commencing salary of such an officer shall be on the following scale :—\*

Population		County Boroughs and Metropolitan Boroughs and those Boroughs and Urban Districts which are both Education and Maternity and Child Welfare Authorities	County Councils, Rural and Combined Districts and those Boroughs and Urban Districts which are not both Education and Maternity and Child Welfare Authorities
Not exceeding	50,000 ...	£ [624]*	} £ [624]*
“	75,000 ...	[702]*	
“	100,000 ...	[780]*	
“	150,000 ...	858	
“	250,000 ...	910 †	858
“	500,000 ...	1,008	910 †
“	750,000 ...	1,152	1,008
Exceeding	750,000 ...	1,200 ‡	1,152

\* These figures are arrived at by taking 60 per cent. of the appropriate salary of the Medical Officer of Health under the Askwith memorandum, and adding the appropriate percentage in accordance with paragraph 1 (b) (i), (ii), or (iii) of the Interim Revision. It should, however, be noted, with particular reference to the figures marked in square brackets (relating to smaller authorities) that the Advisory Committee appointed under Section X of the Askwith memorandum have expressed the view in individual cases that a Deputy or Chief Assistant Medical Officer of Health employed by a smaller authority whose duties included those of a Medical Officer of a Department was covered not by Section V but by Section II where the application of Section V would have been to the disadvantage of the officer.

† The figure of £910 (£700 plus 30 per cent.) is determined by marginal adjustment, since strict application of the Interim Revision (£720 plus 20 per cent.) would otherwise make the rate less than if the old figure had been lower.

‡ The figure of £1,200 (£1,000 plus 20 per cent.) is determined by marginal adjustment, since strict application of the formula (£1,080 plus 10 per cent.) would otherwise make the rate less than if the old figure had been lower.



2. Paragraphs (1), (4) and (5) of the Askwith memorandum continue to apply, but paragraph (3) is no longer applicable.

*Examples of application of new arrangements to existing officers on 1st April, 1946.*

Old Minimum under Askwith Memorandum	Old Rate of pay (actual)	New Rate to which Officer is automatically entitled
£720	£900 (i.e., more than 20 per cent. above appropriate minimum).	£1,008 (determined by marginal adjustment, i.e., what he would have been entitled to had his old salary been 20 per cent. above appropriate minimum (i.e., had it been £864) plus an increase of 20 per cent. of the minimum in accordance with the formula in the Interim Revision).
£1,080	£1,200 (not more than 20 per cent. above appropriate minimum).	£1,308 (i.e., old rate plus 10 per cent. of old minimum of £1,080).

## VI. Medical Officers of Health

1. For paragraph (1) of the Askwith memorandum, substitute the following paragraph :—

“(1) The minimum commencing salary shall be on the following scale :—

Population	County Boroughs and Metropolitan Boroughs and those Boroughs and Urban Districts which are both Education and Maternity and Child Welfare Authorities	County Councils, Rural and Combined Districts and those Boroughs and Urban Districts which are not both Education and Maternity and Child Welfare Authorities
Not exceeding 50,000 ...	£ 960	} £ 960
“ “ 75,000 ...	1,080	
“ “ 100,000 ...	1,200	
“ “ 150,000 ...	1,210	
“ “ 250,000 ...	1,320	
“ “ 500,000 ...	1,540	
“ “ 750,000 ...	1,760	
Exceeding 750,000 ...	1,980	1,760

2. Paragraph (3) of the Askwith memorandum continues to apply, but paragraph (2) is no longer applicable.



*Examples of application of new arrangements to existing officers on 1st April, 1946.*

Old Minimum under Askwith Memorandum	Old Rate of pay (actual)	New Rate to which Officer is automatically entitled
£800	£950 (not more than 20 per cent. above appropriate minimum).	£1,110 (i.e., old rate plus 20 per cent. of old minimum of £800).
£1,200	£1,500 (i.e., more than 20 per cent. above appropriate minimum).	£1,560 (by marginal adjustment, i.e., what he would have been entitled to had his old salary been 20 per cent. above appropriate minimum (i.e., had it been £1,440) plus an increase of 10 per cent. of the minimum in accordance with the formula in the Interim Revision).
£1,200	£1,600 (i.e., more than 20 per cent. above appropriate minimum).	No automatic increase (because pay already higher than £1,560 which would be payable by marginal adjustment — see preceding example); but see paragraph 5 of Interim Revision.
£1,100	£1,450 <i>inclusive of</i> (an unspecified amount of) <i>war bonus</i> . The war bonus payable at the time of consolidation was £60. Therefore salary for the present purpose is £1,390 (plus £60 war bonus). The figure of £1,390 is more than 20 per cent. above appropriate minimum.	£1,430 (plus £60 war bonus). The figure of £1,430 is arrived at by marginal adjustment, i.e., what he would have been entitled to had his old salary been 20 per cent. above appropriate minimum (i.e., had it been £1,320) plus a figure of 10 per cent. of the minimum in accordance with the formula in the Interim Revision.

## VII. Salaries for Combined Posts

For this section of the Askwith memorandum substitute the following:—

“Where an Assistant Medical Officer under a County Council acts as a District Medical Officer (either for a single or combined district) for a definite proportion of his time, such officer shall receive by way of total salary not less than the minimum commencing salary of a whole-time Medical Officer of Health as indicated by the population of the district or combined district. Such officer shall not in any case receive a salary of less than £960 per annum and paragraph (3) of section VI shall apply to these posts.”



## VIII. Assistant Medical Officers to Mental Hospitals

1. For paragraph (1) of the Askwith memorandum, substitute the following paragraph:—

“(1) The minimum commencing salary of an Assistant Medical Officer to a Mental Hospital shall be £455 rising by annual increments of £25 to £555 per annum, with emoluments which shall include board, lodging, laundry and attendances.

It is desirable that suitable provision should be made in connection with every Mental Hospital for the accommodation of married Assistant Medical Officers.”

2. Paragraphs (4), (5), (6), (7) and (8) of the Askwith memorandum continue to apply, but paragraphs (2) and (3) are no longer applicable.

*Examples of application of new arrangements to existing officers on 1st April, 1946.*

SALARY ON OLD SCALE	would be automatically increased to	SALARY ON NEW SCALE
£350		£455
£400		£505
£450		£555

SALARIES IN EXCESS OF OLD SCALE	NEW SALARY
£500 (above old maximum)	£555 (new maximum)
£600 (above new maximum)	No automatic increase, but see paragraph 5 of Interim Revision.



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